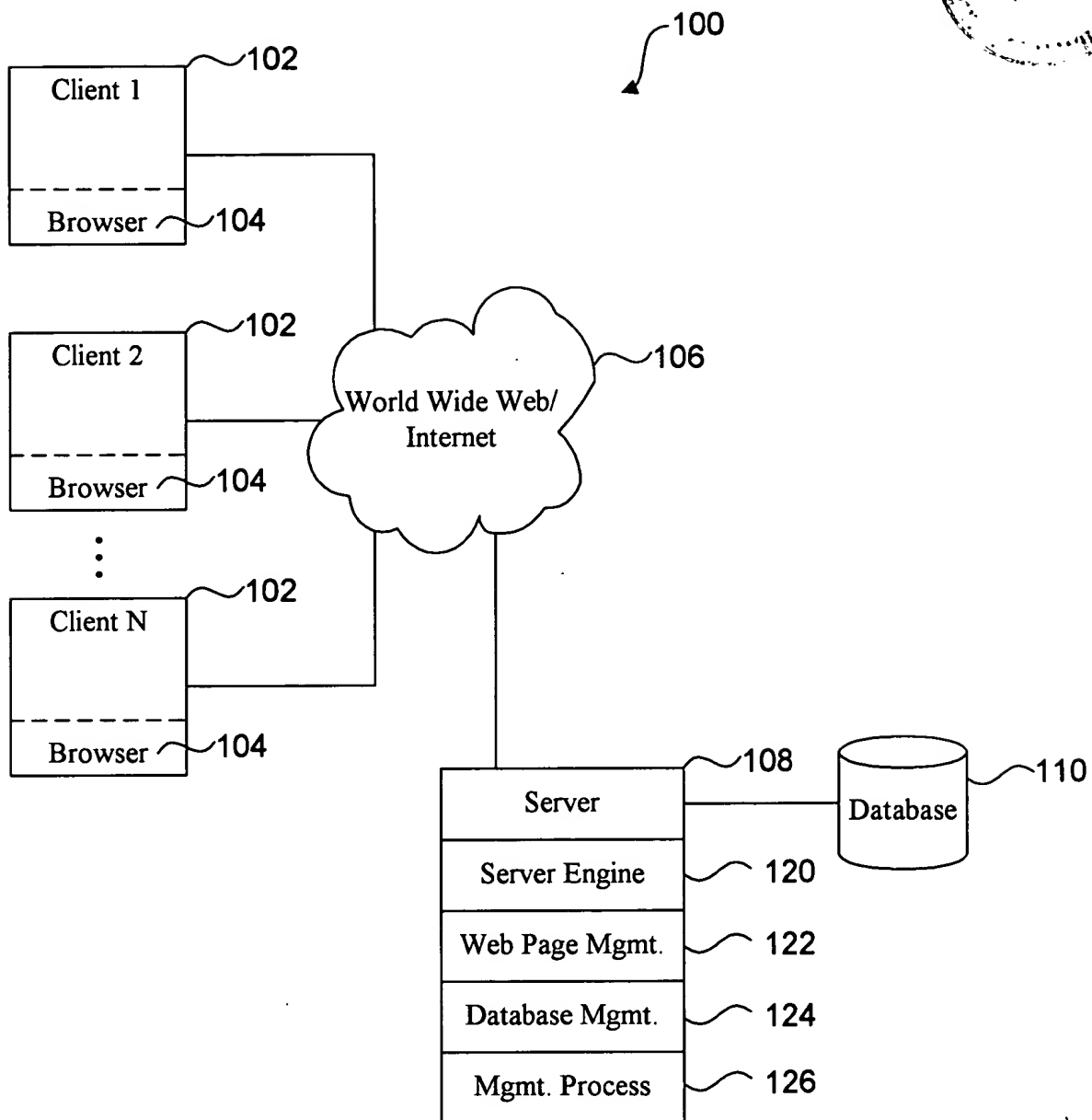
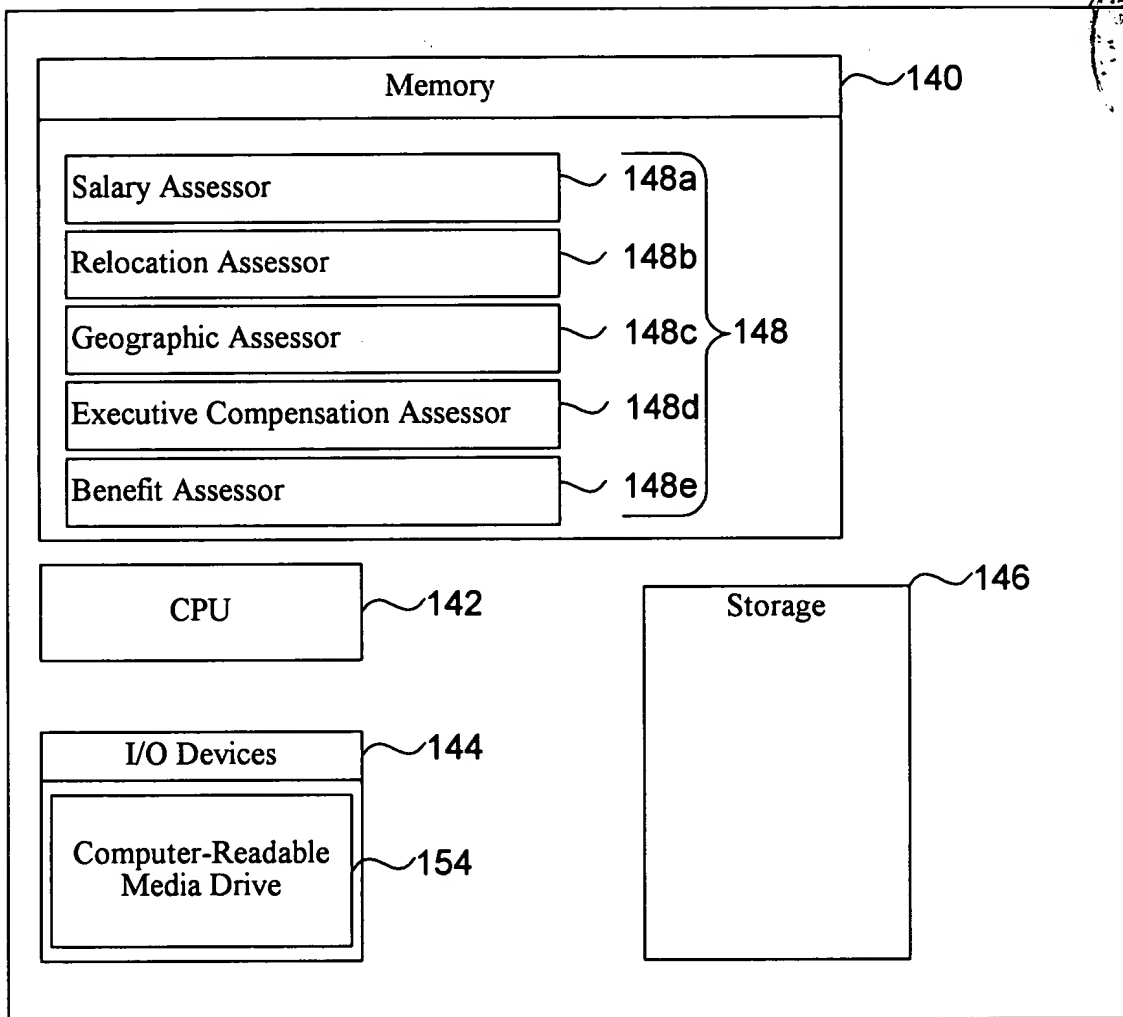
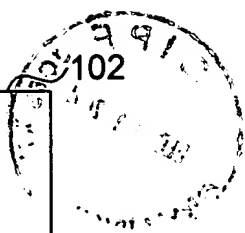


09849455-123101



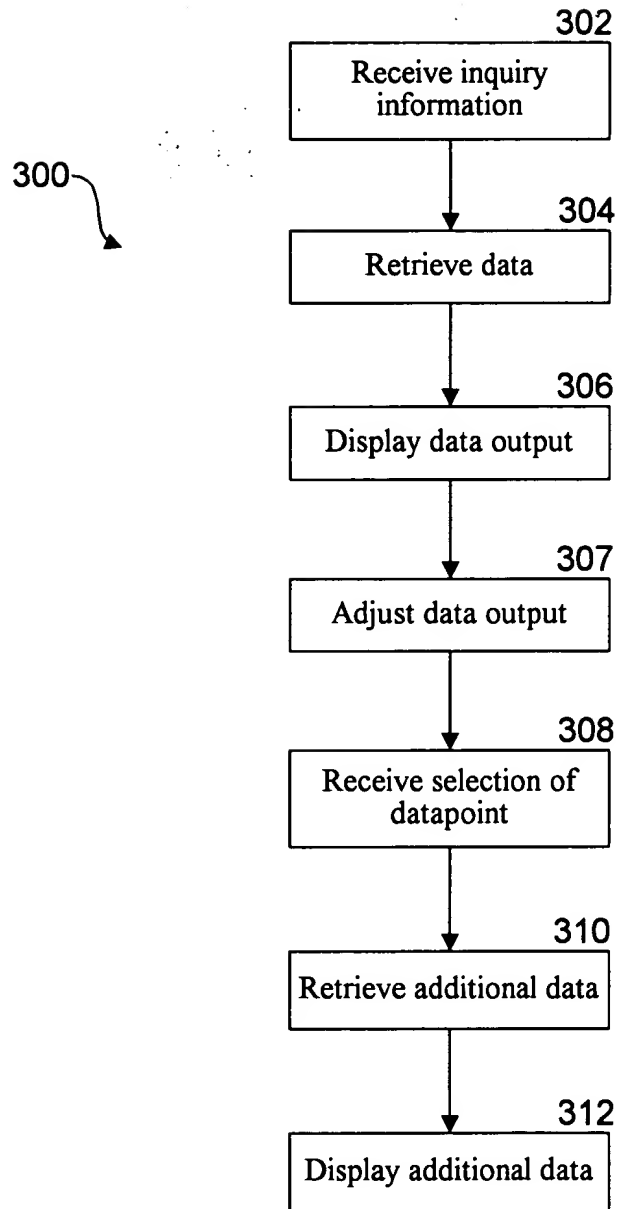
**Fig. 1**

098455-123101



**Fig. 2**

09849455-133404  
FOIEU" 55464860



**Fig. 3**

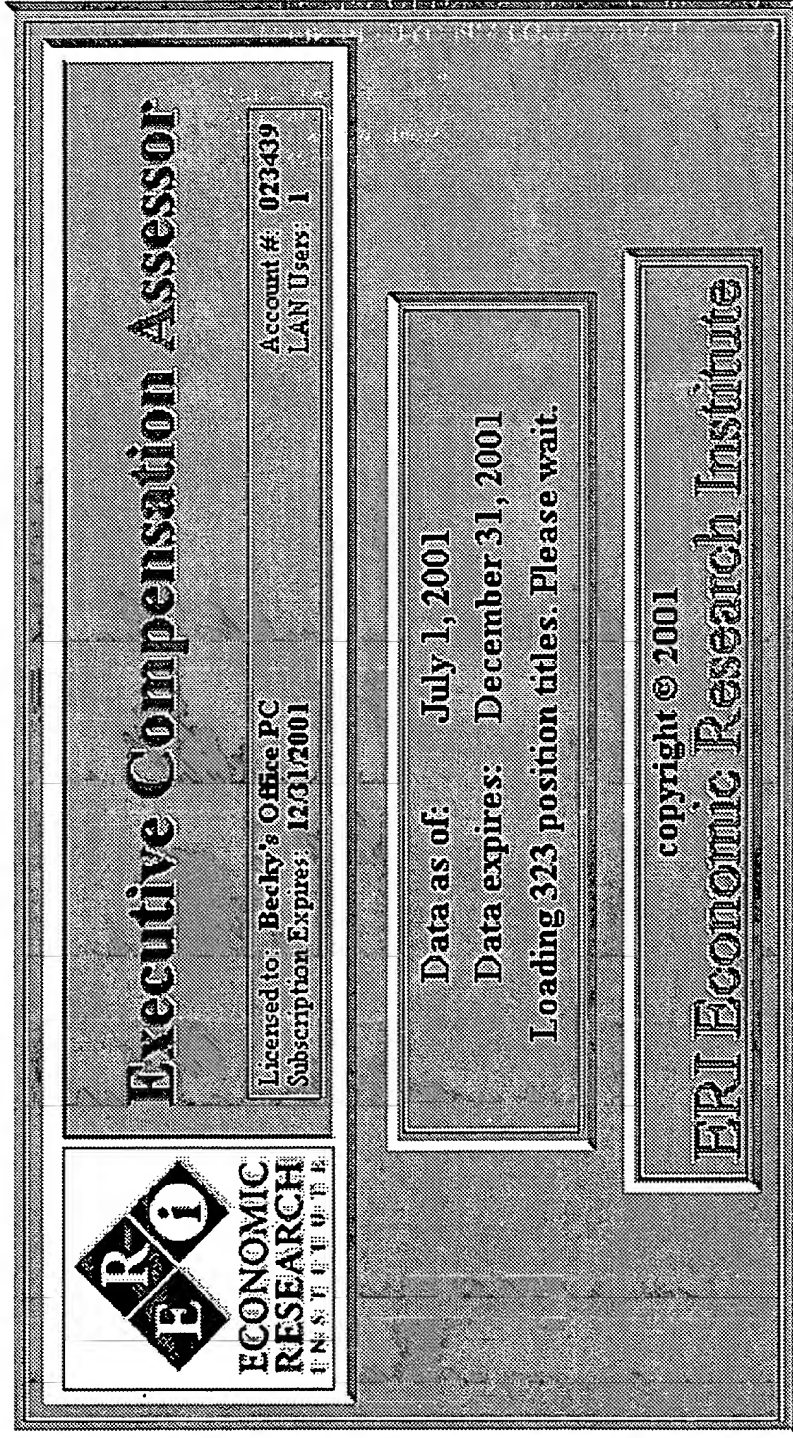


Fig. 4A



408

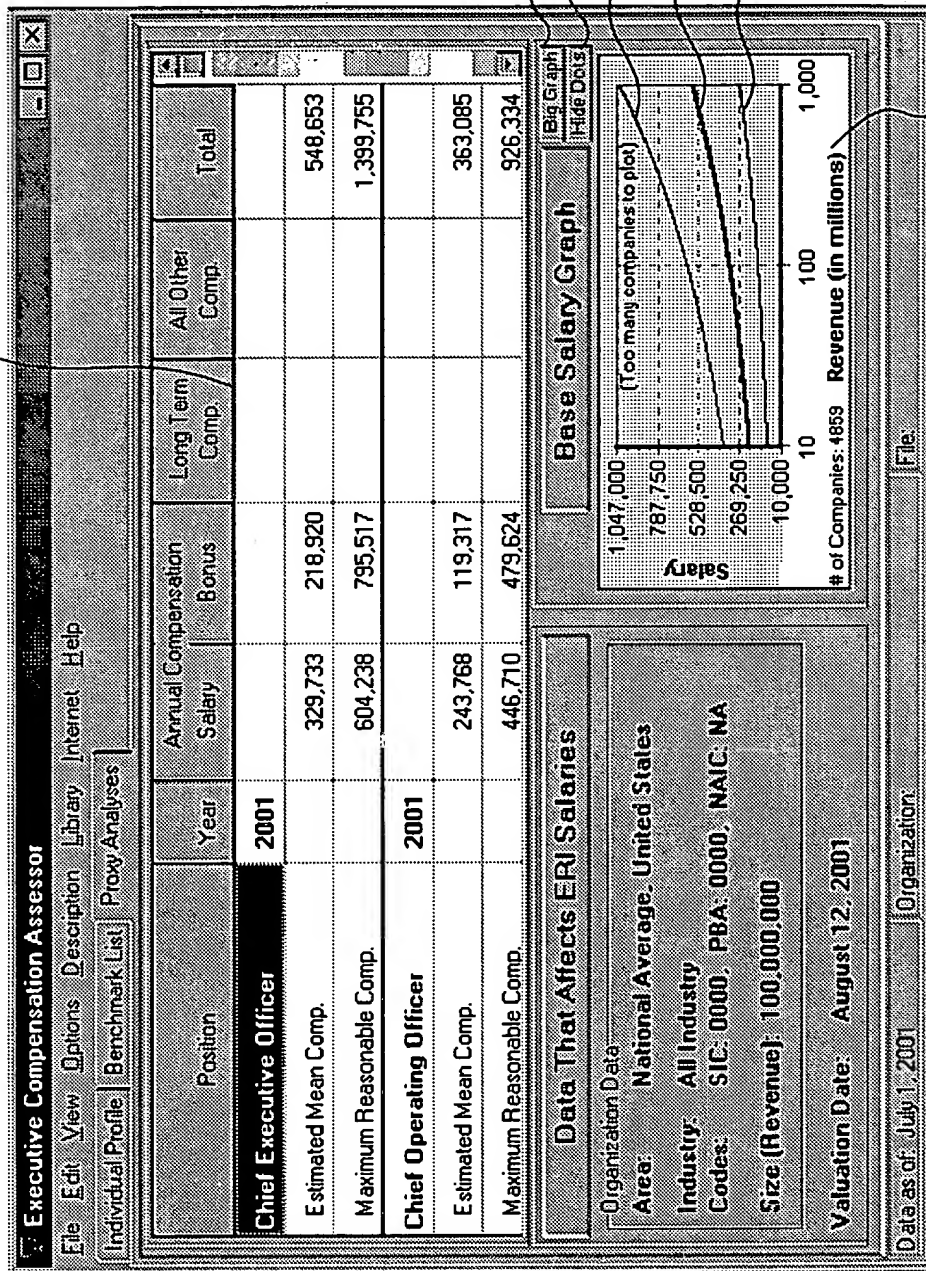


Fig. 4B



408a

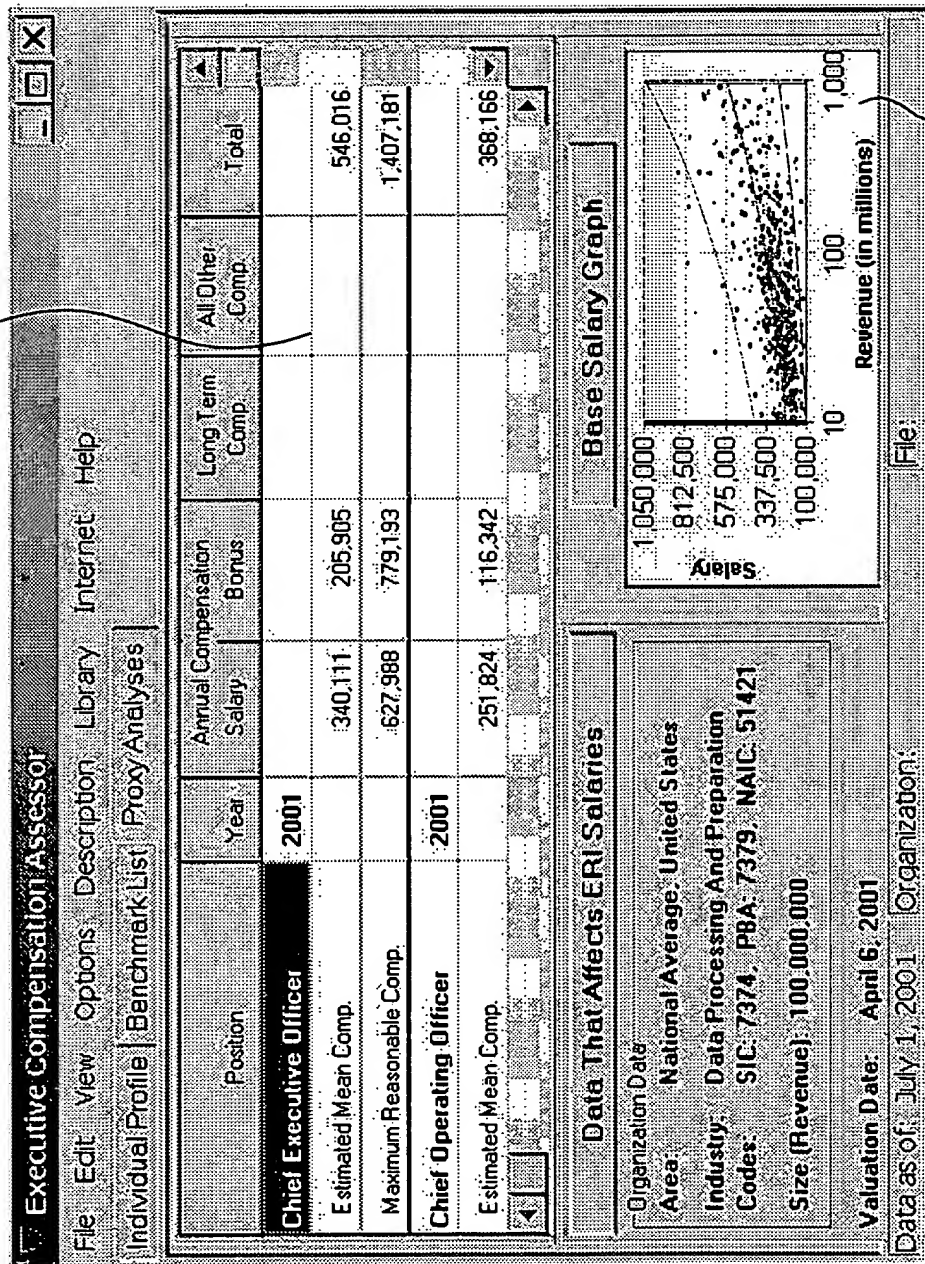


Fig. 4D





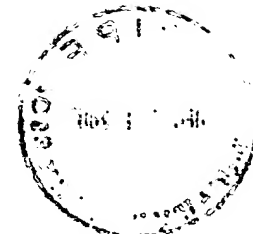
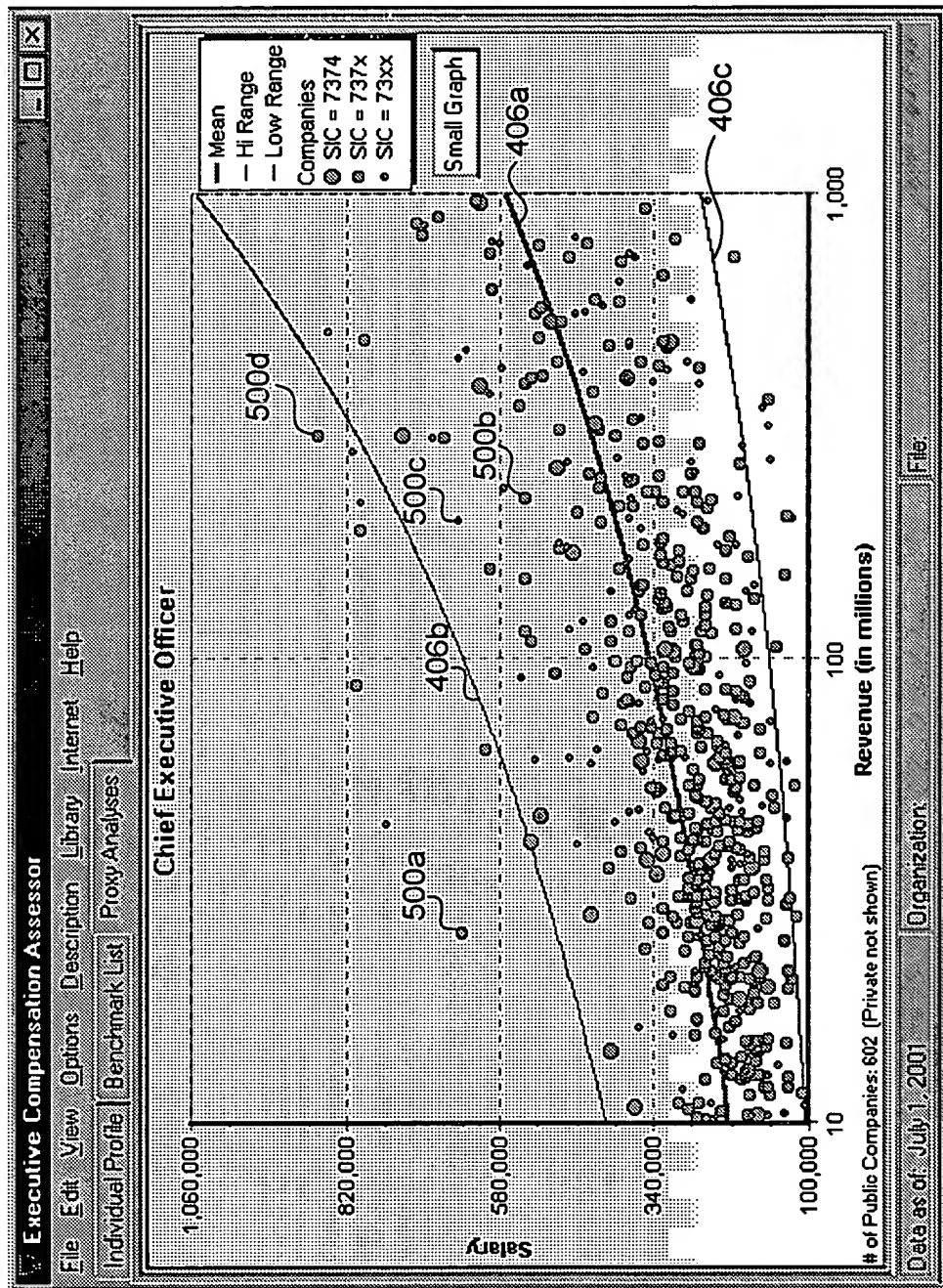


Fig. 5A

404a



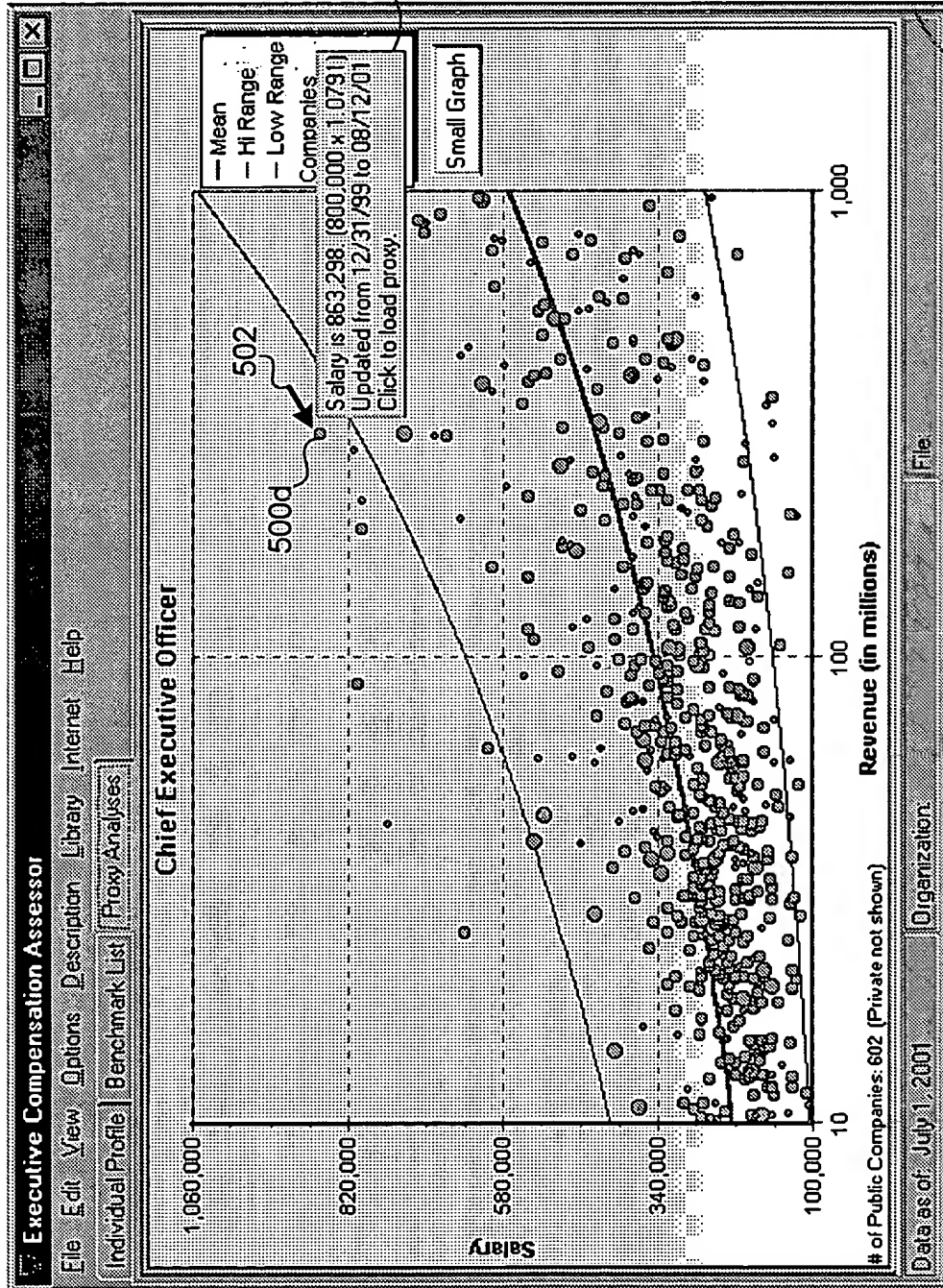


Fig. 5B

404a

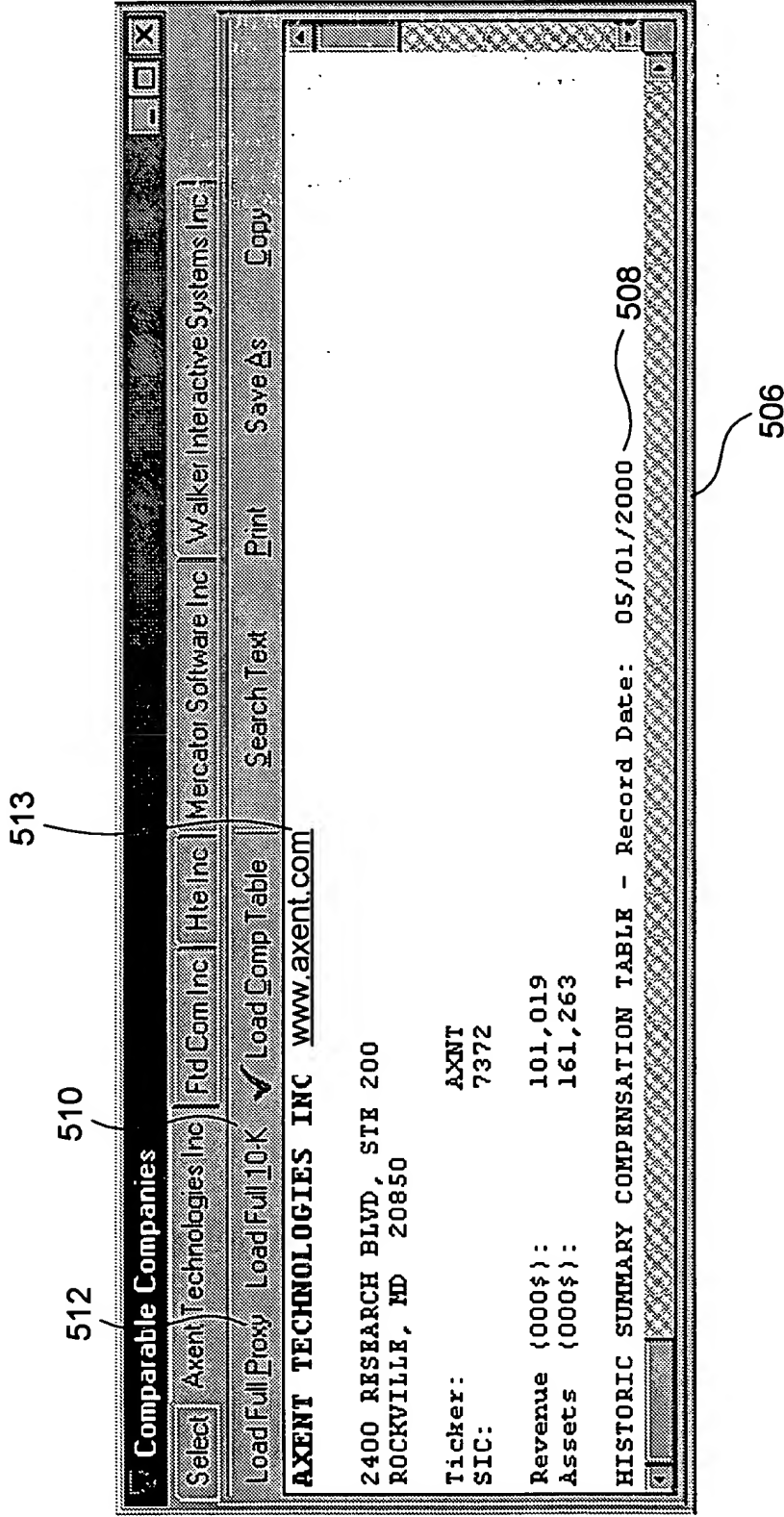


Fig. 5C



Download 10-Ks from Internet

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Complimentary Access For Assessor Subscribers

Available 10-Ks

Check a 10-K Year And Then Press The Download Button

1997

1998

1999

2000

516

518

Download

Cancel

List success

514

Fig. 5D

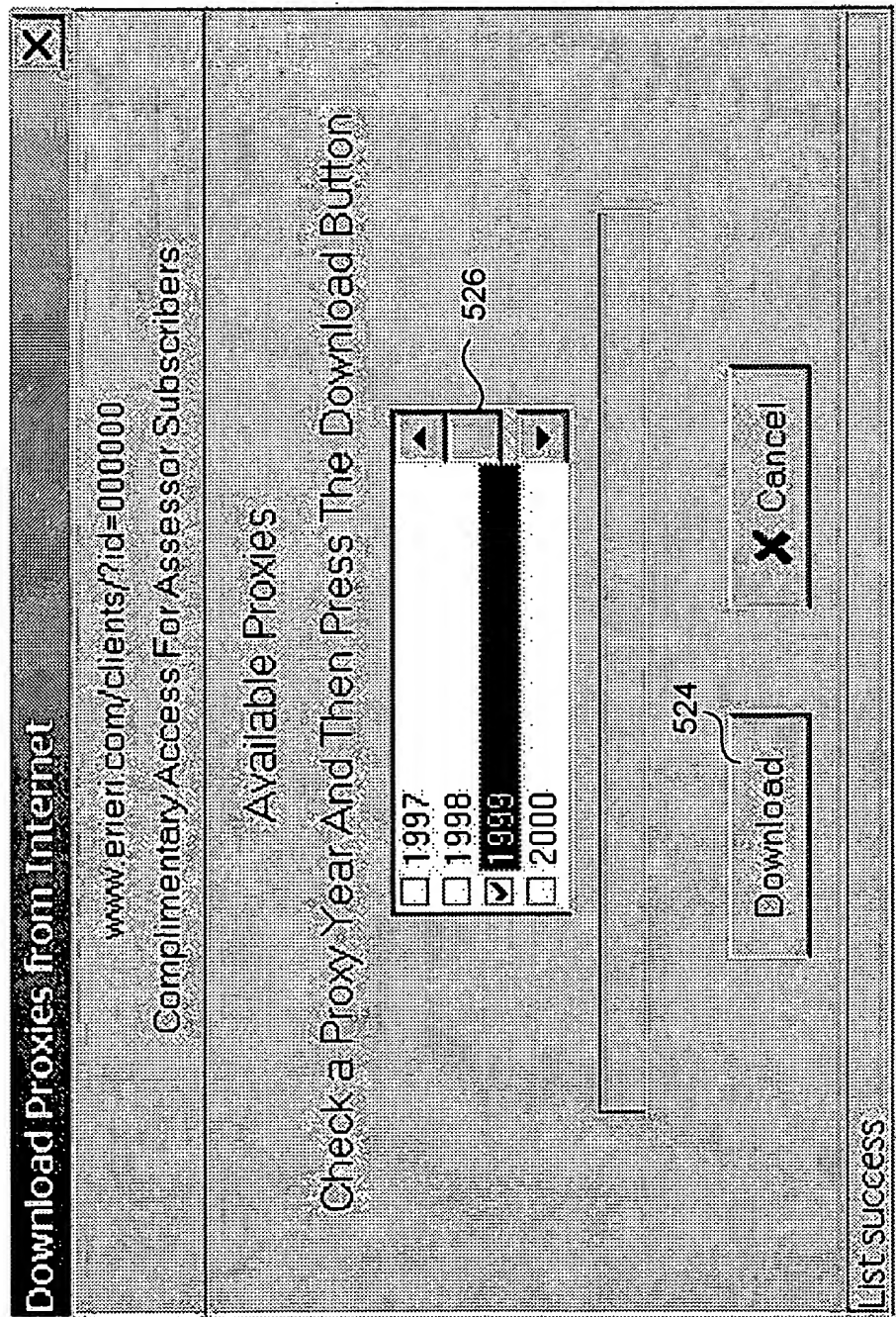


Fig. 5E



520

Comparable Companies										
Search	Item	Company	Pub	Com	Int	Hit	Inc	Mer	Soft	Ware
<input checked="" type="checkbox"/>	Load File	Proxy	Load File	104	Load	Comp	Table	Search	Text	Print
<p>-----BEGIN PRIVACY-ENHANCED MESSAGE-----</p> <p>Proc-Type: 2001,MIC-CLEAR</p> <p>Originator-Name: webmaster@www.ssc.gov</p> <p>Originator-Key-Asymmetric:</p> <p>MFgcgYEVQ9GAQICAF8DSGAwRoJA92sNRK9AVtBszr6aCj1WYK3Xa2v3dITINan</p> <p>TU8H7v7aLADbAYQa1onog5sDf3P6oM5D3t4eXKm7zIT+B+cvIDAQAB</p> <p>MIC-Info: RSA-MD5, RSA,</p> <p>B2faWvVlr15spp4At8cHaaJ0UpS8eg2nQb/7u9areltz/jUHIIjRwlv0ZUds1</p> <p>b03prozi1h78NWqQ0a91WQ==</p> <p>&lt;SEC-DOCUMENT&gt;0000930661-99-000987.txt : 19990503</p> <p>&lt;SEC-HEADER&gt;0000930661-99-000987.txt : 19990503</p> <p>ACCESSION NUMBER: 0000930661-99-000987</p> <p>CONFIRMED SUBMISSION TYPE: DEF 14A</p> <p>PUBLIC DOCUMENT COUNT: 1</p> <p>CONFIRMED PERIOD OF REPORT: 19990607</p>										

526

Fig. 5F





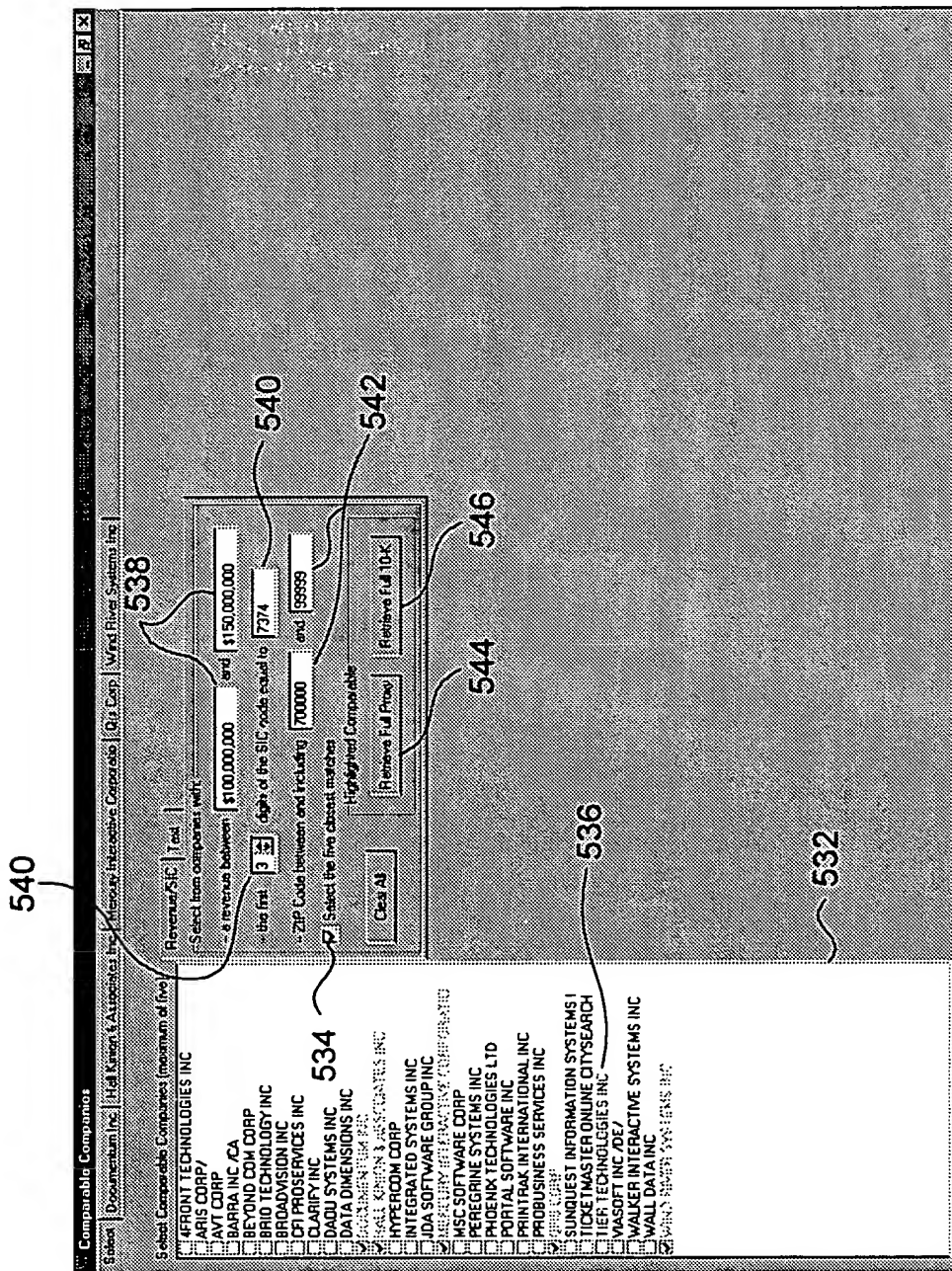
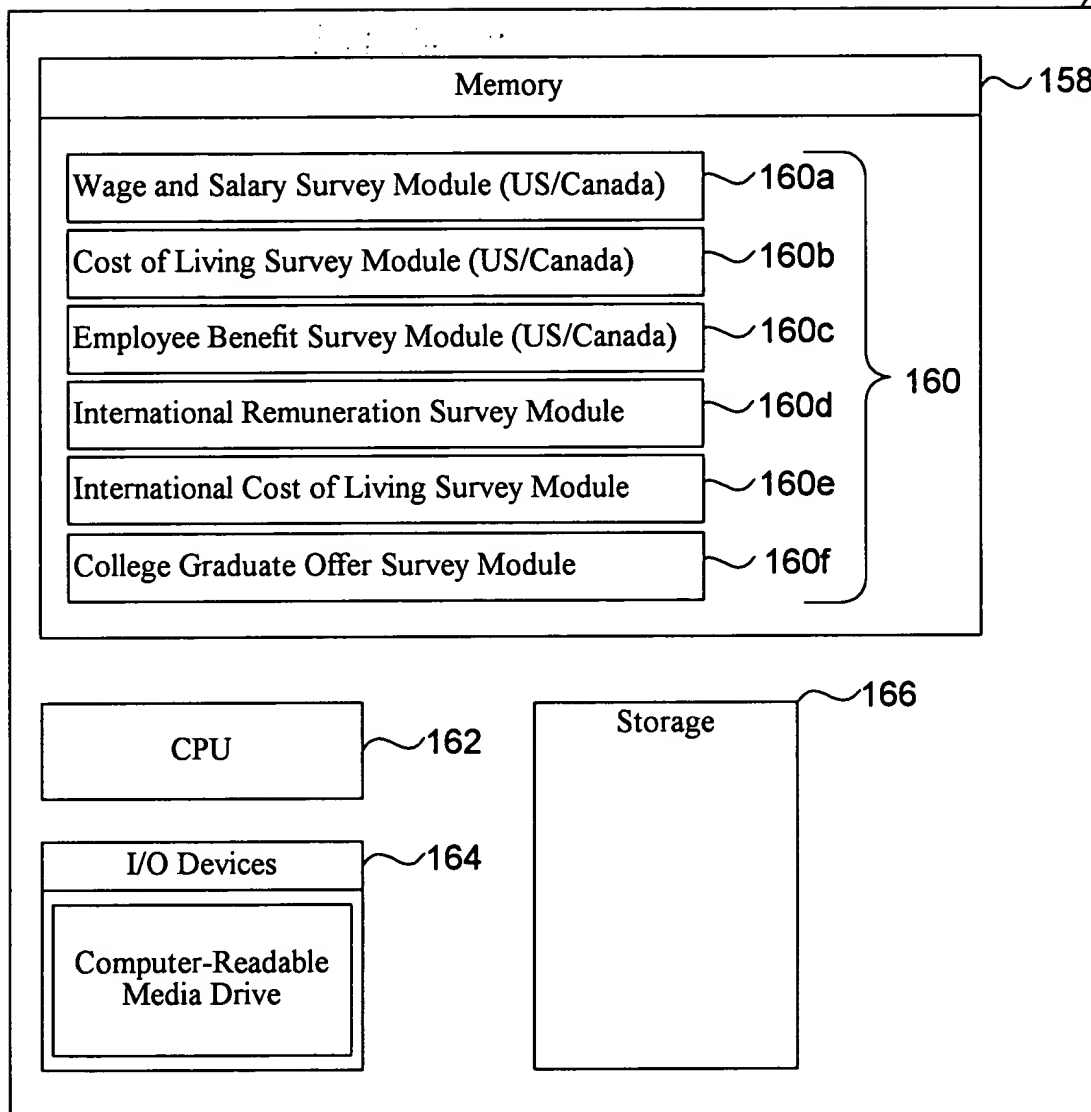
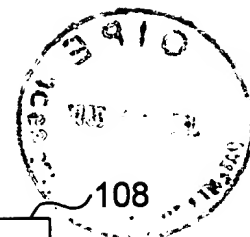


Fig. 5G

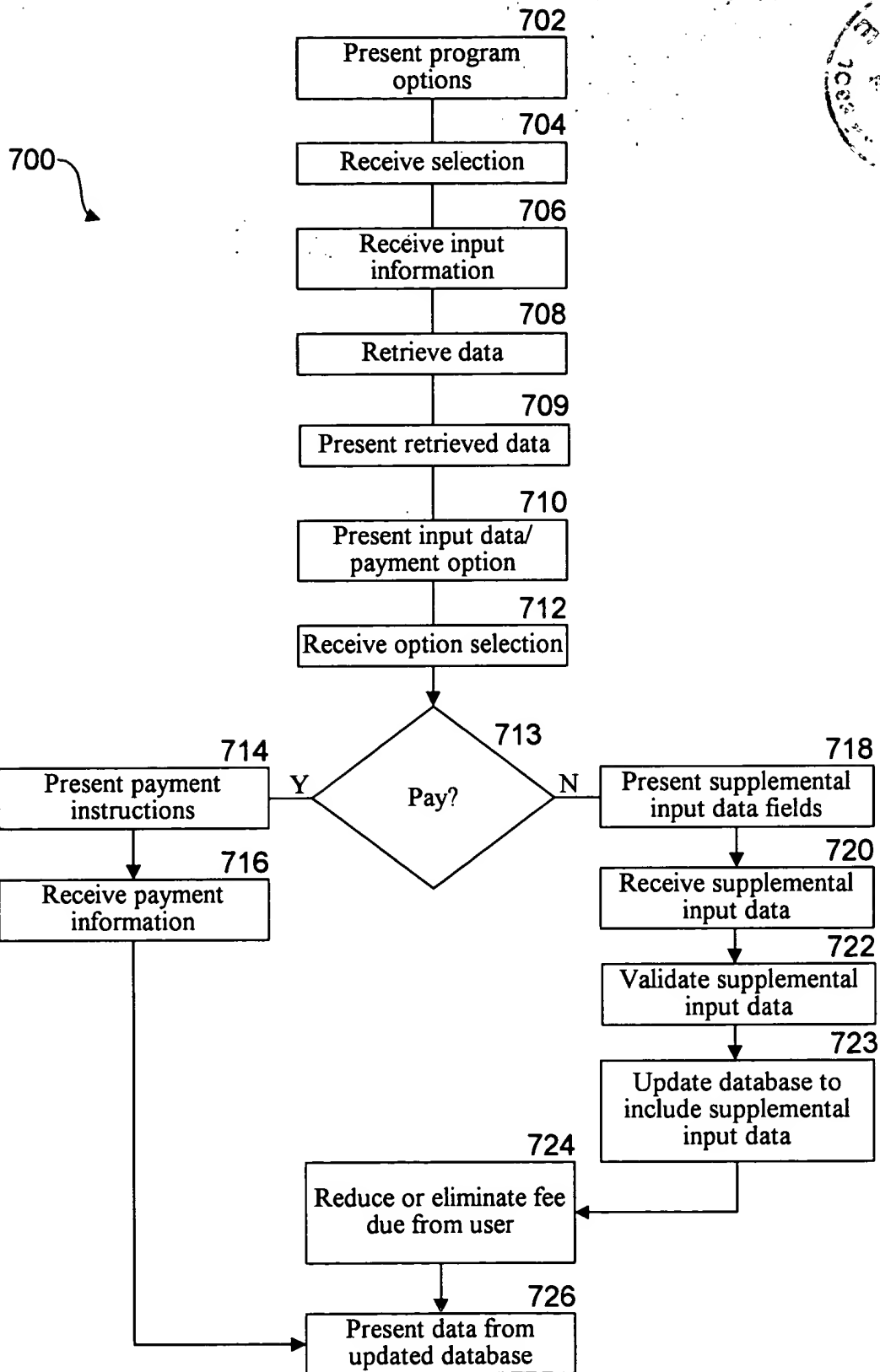







**Fig. 6**

09849455-123104



**Fig. 7**



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ECONOMIC  
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INSTITUTE

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**SalariesReview.com** The Business of Pay Information

**U.S./Canada Wage & Salary Report**

Request a report of "median", "low" and "high" wage or salary, along with an average "bonus" for any one of ~4,000 positions in any of 5,800 U.S. and Canadian locations from this on-line interactive salary survey.

Price ..... US \$18.00

**Quick Zip**  Enter a postal code now to jump to Step 4!

**Example Report Methodology**

**Available Surveys**

- U.S./Canada Wage & Salary
- U.S./Canada Cost of Living
- U.S./Canada Employee Benefits
- International Remuneration
- International Cost of Living
- College Graduate Offer

CPAs click here!

**AICPA**

Affinity Program Provider

**Reduce Cost of Input Data**

Select your area/position. (Wait for the screen to refresh itself after each selection.)

Step 1. Country	United States	806
Step 2. State/Province	Select a state/province	806
Step 3. City in Survey Area	Select a city	806
Step 4. Position	Select a position	806

Description - No Position Selected

Alternate Titles

**Add to Cart**

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Fig. 8A





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Please print this document now. Attempting to return to this page may require you to provide another payment.

SA1-193-48-00016-000007510 (1)

## U.S./Canada Wage & Salary Survey Report

### Search Results:

<b>Position Title:</b>	Lan Administrator	812
<b>Requested City:</b>	Austin, Texas United States Austin-San Marcos, TX MSA	
<b>Salary Survey Median:</b>	62,645 UNITED STATES DOLLARS	
<b>Survey/Source Name:</b>	SalariesReview U.S./Canada Internet Based Salary Survey	
<b>Survey Publisher:</b>	SalariesReview.com	
<b>Survey Publication Date:</b>	12-Aug-2001	
<b>Latest Data Collection Date:</b>	01-Jul-2001	
<b>Population:</b>	40	813
<b>Number of Organizations:</b>	28	
<b>Salary Survey Area:</b>	Location: Austin, TEXAS, UNITED STATES Area: Austin-San Marcos, TX MSA Counties: BASTROP; CALDWELL; HAYS; TRAVIS; WILLIAMSON	

### Alternate Titles

Lan Administrator, Network (lan) Administrator, Local Area Network Administrator, Computer (lan) Administrator

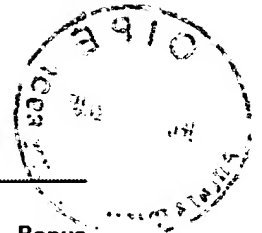
### Survey Position Description

Responsible for evaluating, developing, maintaining, along with usage of telecommunication systems. Acquires, installs, and maintains company's local area network. Reads technical manuals and brochures to determine equipment which meets establishment requirements. Assist in presenting to management recommendations related to purchasing and installing hardware, software and telecommunication equipment. Manages LAN security and network performance. Establishes and implements LAN policies, procedures, and standards and ensures their conformance with information systems and company's objectives. Develops and writes procedures for installation, use, and solving problems of communications hardware and software. Instructs users in use of equipment. May oversee or assist in installation of communications hardware. May perform minor equipment repairs.

**Fig. 8B**

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09849455-13104



Currency: **UNITED STATES DOLLARS**

Position	Incumbents	Firms	Low	Median	High	Bonus
• Lan Administrator	40	28	42,174	62,645	75,152	5,010

N/R = Not Reported; N/A = Not Applicable

Exchange Rate = 1.0 UNITED STATES DOLLAR per 1 U.S. Dollar (04 Jan 2000)

814

### **Methodology/Disclaimer**

Complete methodology for this report can be found at "[www.salariesreview.com/surveys/methodology1.cfm](http://www.salariesreview.com/surveys/methodology1.cfm)" or by clicking the Methodology link above.

### **Complete Reports and In-Depth Analyses**

- For a full report on cost-of-living data in 298 U.S./Canada cities (incorporating data for 88 positions surveyed by SalariesReview.com), along with demographic, cost of living, and other data affecting employment, see the:

[Geographic Reference Report](#) or

- For an interactive software program & database that calculate unlimited #'s of competitive compensation analyses for 5,000 job titles as compiled from all publicly available (over 2,000) salary surveys, including SalariesReview.com, see the:

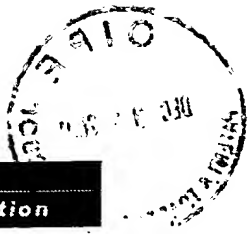
[Salary Assessor](#)


Report Date: 12-Aug-2001

Country-of-origin values based on exchange rates effective 04-Jan-2000

End of Report

***Fig. 8C***





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**U.S./Canada Wage & Salary Survey Questionnaire**

To receive one free report discount, please fill out the following questionnaire. All questions must be answered. All data input subject to verification. All survey data is to be entered in the currency of the country.

**Available Surveys to Purchase**

- [U.S./Canada Wage & Salary](#)
- [U.S./Canada Cost-of-Living](#)
- [U.S./Canada Employee Benefit](#)
- [International Remuneration](#)
- [International Cost-of-Living](#)
- [College Graduate Offer](#)

**Select Survey Area** [QuickZip](#)  [Go](#)


Step 1. Country	United States	100	
Step 2. State/Province	-Select a state/province-	100	} 822
Step 3. City in Survey Area	-Select a city-	100	
Step 4. Position	-Select a position-	100	

824

**Available Questionnaires**

- [U.S./Canada Wage & Salary](#)
- [U.S./Canada Cost-of-Living](#)
- [U.S./Canada Employee Benefit](#)
- [International Remuneration](#)
- [International Cost-of-Living](#)
- [College Graduate](#)

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Affinity Program Provider

**Fill in the following information : (in this country's currency)**

Step 5. Your Email Address	826
Step 6. Enter years of experience in the job and annual salary. Data should be that paid to an in-country national for the above position in the currency of the country.	In-country currency UNITED STATES DOLLARS
1. Years of experience in the position.	0 828
2. Annual salary now paid	830
3. Annual bonus/incentive now paid	832

**Submit Data**

} 834

820



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**Fig. 8D**



**U.S./Canada Cost-of-Living Report**

**Available Surveys**

[U.S./Canada Wages & Salaries](#)

[U.S./Canada Cost-of-Living](#)

[U.S./Canada Employee Benefits](#)

[International Remuneration](#)

[International Cost-of-Living](#)

[College Graduate Offer](#)

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 Affinity Program Provider

**Reduce Cost-Input Data**

Request a report consisting of 18 key cost items affecting housing, transportation, taxes, services, and consumables for 5,400 locations from this on-line interactive survey.  
 Price ..... US \$18.00

[QuickZip](#) [Example Report](#) [Methodology](#)

Enter a postal code now to jump to Step 3!

Select a survey area. (Wait for the screen to refresh itself after each selection.)

Step 1. Country

United States

Step 2. State/Province

-Select a state/province-

Step 3. City in Survey Area

-Select a city-

**Add to Cart**

900



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**Fig. 9A**





### Available Surveys

U.S./Canada Wage & Salary

U.S./Canada Cost-of-Living

U.S./Canada Employee Benefit

International Remuneration

International Cost-of-Living

CPAs click here!



Affinity Program Provider

## U.S./Canada Cost of Living Survey Report

### Search Results:

**Search Request:** NANAIMO, BRITISH COLUMBIA CANADA  
**Survey/Source Name:** SalariesReview International Cost-of-Living Internet Based Survey  
**Survey Publisher:** SalariesReview.com  
**Survey Publication Date:** 22-Feb-2000  
**Latest Data Collection Date:** 01-Jan-2000  
**Cost-of-Living Survey Area:** NANAIMO, CANADA  
 ERI OES AREA

**Table 1**

Observations of costs found within walking distance (2 kilometers or 1.25 miles of a city's central area). Assume a married professional or mid-management consumer with an equivalent of \$ 48,000 in U.S. earnings and American buying habits.

Category	Employee Type Cost Item	Reported Average		
		U.S. DOLLARS	CANADIAN DOLLARS	# of Observations
<hr/>				
For the Traveler - Temporarily Stationed Employee				
1.	DAILY amount for meals and incidental expenses for the traveling businessperson.	79	114	1
2.	Hotel room - DAILY rate for average room - twin bed.	61	89	1
<hr/>				
Taxes -				
3.	Sales or Value-Added tax rate on Consumables.	5	7	1
4.	Residence (owned) property tax/mill rates (/1000).	1	1	1

**Fig. 9B**



Consumables - Temporarily Stationed Employee				
5. Price of ONE loaf of bread.	2	3	1	
6. Price of ONE adult sized white T-shirt.	4	6	1	
7. Price of ONE 'Big Mac' or equivalent .7 gram or 1/4 lb hamburger sandwich (with toppings).	3	4	1	
8. ONE container, .8 liter or 12 oz Coca Cola/equivalent.	1	1	1	
Housing - Long Term Stationed Employee				
9. Monthly rent for 2,200 sq. ft. (~190 sq. meters) home.	1,194	1,731	1	
10. MONTHLY rent for 2 bedroom (~85 sq. meters or 900 sq. ft.).	467	677	1	
11. MONTHLY utilities' cost, (~147 sq. meters or 1,560 sq. ft. residence - if available - including base telephone fee).	242	351	1	
12. MONTHLY electrical rate per kilowatt hour.	6	8	1	
Services - Long Term Stationed Employee				
13. ONE Office visit with general practitioner for periodic medical exam (physician's fee, before insurance).	70	101	1	
14. Total MONTHLY premium for median cost family HMO (or equivalent coverage ie., any National Plan).	N/R	N/R	N/A	
15. AVERAGE daily cost for a semi-private hospital room for a non-national.	573	831	1	
Transportation - Long Term Stationed Employee				
16. 2.5 Liters or 1 gallon of regular mid-level gasoline.	1	2	1	
17. ANNUAL auto insurance as a % of auto value.	4	5	1	
18. ANNUAL auto registration plus fees as a % of auto value.	0	0	1	
Cost-of-Living Comparison - Long Term Stationed Employee				
19. COL compared to U.S. \$ 48,000 in earnings.	62,343	90,397	N/A	
20. COL % compared to U.S. and Country National.	129.88	111.12	N/A	

N/R = Not Reported; N/A = Not Applicable

Exchange Rate = 1.45 CANADIAN DOLLAR per 1 U.S. Dollar (04 Jan 2000)

### Methodology/Description

Fig. 9C



904

Complete methodology for this report can be found at  
"www.salariesreview.com/surveys/methodology2.cfm" or by clicking the Methodology link above.

### Complete Reports and In-Depth Analyses

- Line 19 results are from ERI's Relocation Assessor's Two-City Comparison Analysis. Enter any earnings level, base and destination cities, and review the related costs, including personal income taxes.

For this interactive software program & database that calculates unlimited #'s of cost-of-living analyses between any of over 5,800 U.S./Canada and 1,400 international city/areas, see:

Relocation Assessor

906

Report Date: 22-Feb-2000  
End of Report



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*Fig. 9D*





**U.S./Canada Cost-of-Living Survey Questionnaire:**

**Available Surveys to Purchase**

[U.S./Canada Wage & Salary](#)

[U.S./Canada Cost-of-Living](#)

[U.S./Canada Employee Benefit](#)

[International Remuneration](#)

[International Cost-of-Living](#)

[College Graduate Offer](#)

**Available Questionnaires**

[U.S./Canada Wage & Salary](#)

[U.S./Canada Cost-of-Living](#)

[U.S./Canada Employee Benefit](#)

[International Remuneration](#)

[International Cost-of-Living](#)

[College Graduate](#)

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To receive one free report discount, please fill out the following questionnaire. 9 of the questions must contain valid survey data to be accepted. All data input is subject to verification. **All survey data is to be entered in the currency of the country.**

**Select Survey Area**

QuickAZip

Go

**Step 1. Country**

United States

**Step 2. State/Province**

—Select a state/province—

**Step 3. City in Survey Area**

—Select a city—

**Fill in the following information ... (in this country's currency)**

**Step 4. Your Email Address**

Observations of costs found within walking distance (2 kilometers or 1.25 miles of a city's central area). Assume a married professional or mid-management consumer with an equivalent of \$ 48,000 in U.S. earnings and American buying habits.

		In-country currency UNITED STATES DOLLARS
1.	Hotel room - DAILY rate for average room - twin bed.	
2.	DAILY amount for meals and incidental expenses for the traveling businessperson.	
3.	Price of ONE 'Big Mac' or equivalent 7 gram or 1/4 lb hamburger sandwich (with toppings).	
4.	ONE container, .8 liter or 12 oz Coca Cola/equivalent.	
5.	Price of ONE adult sized white T-shirt.	
6.	Price of ONE loaf of bread.	
7.	MONTHLY rent for 2 bedroom (~85 sq. meters or 900 sq. ft.).	
8.	Monthly rent for 2,200 sq. ft. (~190 sq. meters) home.	
9.	MONTHLY utilities' cost, (~147 sq. meters or 1,560 sq. ft. residence - if available - including base telephone fee).	
10.	MONTHLY electrical rate per kilowatt hour.	
11.	ONE Office visit with general practitioner for periodic medical exam (physician's fee, before insurance)	
	AVERAGE daily cost for a semi-private hospital room for a	

**Fig. 9E**

09849455-123101

910

12.	AVERAGE daily cost for a semi-private hospital room for a non-national.	<input type="text"/>
13.	Total MONTHLY premium for median cost family HMO (or equivalent coverage ie. any National Plan).	<input type="text"/>
14.	Sales or Value-Added tax rate on Consumables.	<input type="text"/>
15.	Residence (owned) property tax/mill rates (/1000).	<input type="text"/>
16.	1 Liter of regular mid-level gasoline (if U.S., then 1 Gallon).	<input type="text"/>
17.	ANNUAL auto insurance as a % of auto value.	<input type="text"/>
18.	ANNUAL auto registration plus fees as a % of auto value.	<input type="text"/>

**Submit Data**



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**Fig. 9F**





**Available Surveys**

- [U.S./Canada Wages & Salary](#)
- [U.S./Canada Cost of Living](#)
- [U.S./Canada Employee Benefit](#)
- [International Remuneration](#)
- [International Cost of Living](#)
- [College Graduate Offer](#)

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Affinity Program Provider

**Reduce Cost Input Data**

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**SalariesReview.com** The Business of Pay Information

**U.S./Canada Employee Benefit Report**

Request a report of employee benefit levels and issues for 48 key competitive benefit practices as found in any one of 647 metropolitan and employment areas within the 76 states and provinces from this on-line interactive survey.

Price ..... US \$18.00

**QuickZip**   Enter a postal code now to jump to Step 3!

[Examples Report Methodology](#)

Select a survey area. (Wait for this screen to refresh itself after each selection.)

Step 1. Country	United States <input type="button" value="Go"/>
Step 2. State/Province	-Select a state/province- <input type="button" value="Go"/>
Step 3. City in Survey Area	-Select a city- <input type="button" value="Go"/>

Add to Cart

Fig. 10A





**Available Surveys**

[U.S./Canada Wage & Salary](#)

[U.S./Canada Cost-of-Living](#)

[U.S./Canada Employee Benefit](#)

[International Remuneration](#)

[International Cost-of-Living](#)

CPAs click here!



Affinity Program Provider

## ERI Employee Benefits Survey Report

**Search Request:** Atlanta, Georgia United States Atlanta, GA MSA  
**Survey/Source Name:** SalariesReview U.S./Canada Internet Based Employee Benefits Survey  
**Survey Publisher:** SalariesReview.com  
**Survey Publication Date:** 15-Mar-2000  
**Latest Data Collection Date:** 01-Jan-2000  
**Number of Employees:** 11397  
**Number of Organizations:** 29  
**Employee Benefits Survey Area:** ATLANTA, GEORGIA, UNITED STATES  
**Major Industry Represented:** ATLANTA, GA MSA  
 All Industry

Category	Reported Averages	
Employee's Monthly Contribution		
Type of Plan	Single	Family
Managed Care	38.68	146.63
Traditional	41.63	147.7
Dental	9.81	27.33
Not Known	3.45 % (Medical)	3.45 % (Dental)

1002

**Fig. 10B**



Dental 21.65 57.32  
No Coverage 20.69 % 20.69 %

Payments for Time Not Worked		Number of Days				Carried Over
Years of Service	1	5	10	20		
Vacation	9.97	14.36	17.47	20.15		27.59 %
Sick Leave	10.18	13.08	15.43	16.61		37.93 %
Holidays	9.86					3.45 %
Personal Leave	3.43					3.45 %

**Other Benefits Offered to Employees**

Basic Group Life Insurance	96.55 %
Supplemental Life Insurance	72.41 %
Vision	44.83 %
Long Term Disability	89.66 %
Short Term Disability	89.66 %
Flexible (125) Plan - Payroll Option	44.83 %
Flexible (125) Plan - Dependent Care FSA	62.07 %
Flexible (125) Plan - Healthcare FSA	62.07 %
Employee Assistance Plan	65.52 %
Retirement - Pension Plan (Defined Benefit)	3.45 %
Retirement - Profit Sharing - 401(K)	68.97 %
Retirement - ESOP	3.45 %
Long Term Care	13.79 %

**Organizations Offering Benefits**

**Professional Service Costs**

Local area costs are not known	17.24 %
Semi-private room in hospital before insurance	229.93
Doctor's office visit before insurance (patient examination)	46.14
Dentist's office visit before insurance (patient examination)	35.98

Fig. 10C

Report Date: 15-Mar-2000  
Country-of-origin values based on exchange rates effective 28-Jan-2000

End of Report



1004



## Employee Benefit Survey Questionnaire

To receive one free report discount, please fill out the following questionnaire. All questions must be answered. All data input is subject to verification. All survey data is to be entered in the currency of the country.

Fill in the following information ... (In this country's currency):

### Step 1: Enter Your Email Address

**\*These are mandatory fields. You must enter information in these fields in order to submit your data.**

1007

III. Enter the zip/postal code in which you have most of your employees.

### III. Company Size (Number of employees eligible for medical coverage)

**Continue**

## Available Surveys to Purchase

U.S./Canada Wage &amp; Salary

### U.S./Canada Cost-of-Living

**U.S./Canada Employees**  
**Benefit**

### International Remuneration

### International Cost-of-Living

## College Graduate Offer

**Available  
Questionnaires**

U.S. Census Bureau Wage & Salary

U.S./Canada Cost of Living

**U.S./Canada Employee**  
**Benefit**

## International Remuneration

International Cost-of-Living

**College Graduate**

**CPAs click here!**



**Affinity Program Provider**



**Fig. 10D**



20% Complete

1008

IV. Check the industry for which you are providing data (more than one may be checked)

**All Industry**

☐ 9999 ALL INDUSTRY

**Agriculture, Forestry, Fishing & Mining**

☐ 100 AGRICULTURE, FORESTRY, AND FISHING

☐ 1000 MINING

☐ 1200 COAL MINING

☐ 1300 OIL AND GAS EXTRACTION

☐ 1400 NONMETALLIC MINERALS, EXCEPT FUELS

**Construction**

☐ 1599 CONSTRUCTION

☐ 1600 HEAVY CONSTRUCTION, EX. BUILDING

**Manufacturing**

☐ 2000 MANUFACTURING

☐ 2100 TOBACCO PRODUCTS & LIQUOR PRODUCTS

☐ 2200 TEXTILE MILL PRODUCTS

☐ 2300 APPAREL AND OTHER TEXTILE PRODUCTS

☐ 2500 FURNITURE AND FIXTURES

☐ 2600 PAPER AND ALLIED PRODUCTS

☐ 2700 PRINTING AND PUBLISHING

☐ 2815 CHEMICALS AND ALLIED PRODUCTS

☐ 2830 DRUGS, MEDICINALS AND BOTANICALS

☐ 2900 PETROLEUM AND COAL PRODUCTS

☐ 3000 RUBBER AND MISC. PLASTICS PRODUCTS

☐ 3100 LEATHER AND LEATHER PRODUCTS

☐ 3200 STONE, CLAY, AND GLASS PRODUCTS

☐ 3300 PRIMARY METAL INDUSTRIES

☐ 3400 FABRICATED METAL PRODUCTS

☐ 3520 INDUSTRIAL MACHINERY AND EQUIPMENT

*Fig. 10E*

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1010 →

☐ 3900 MISCELLANEOUS MANUFACTURING INDUSTRIES

**Transportation & Public Utilities**

☐ 4010 TRANSPORTATION AND PUBLIC UTILITIES

☐ 4100 LOCAL AND INTERURBAN PASSENGER TRANSPORT

☐ 4200 TRUCKING AND WAREHOUSING

☐ 4400 WATER TRANSPORTATION

☐ 4600 TRANSPORTATION BY AIR

☐ 4825 COMMUNICATION

☐ 4830 RADIO AND TELEVISION BROADCASTING

☐ 4910 ELECTRIC, GAS, AND SANITARY SERVICE

☐ 4920 PIPELINES, EXCEPT NATURAL GAS

☐ 4930 COMBINATION UTILITY SERVICES

**Wholesale Trade**

☐ 5000 WHOLESALE TRADE-DURABLE GOODS

☐ 5040 PROFESSIONAL & COMMERCIAL EQUIPMENT

☐ 5100 WHOLESALE TRADE-NONDURABLE GOODS

**Retail Trade**

☐ 5200 FURNITURE AND HOMEFURNISHINGS STORE

☐ 5300 APPAREL AND ACCESSORY STORES

☐ 5400 FOOD STORES

☐ 5500 AUTOMOTIVE DEALERS, REPAIR & STATIONS

**Finance**

☐ 6020 DEPOSITORY INSTITUTIONS

☐ 6060 CREDIT UNIONS

☐ 6100 NONDEPOSITORY INSTITUTIONS

☐ 6210 HOLDING AND OTHER INVESTMENT OFFICE

☐ 6355 INSURANCE CARRIERS

☐ 6411 INSURANCE AGENTS, BROKERS, & SERVIC

☐ 6511 REAL ESTATE

☐ 6790 MISCELLANEOUS INVESTING, TRUSTS

**Services**

☐ 7000 SERVICES

☐ 7371 COMPUTER SOFTWARE PREPACKAGED

☐ 7379 COMPUTER AND DATA PROCESSING SERVICES

☐ 7389 BUSINESS SERVICES

*Fig. 10F*





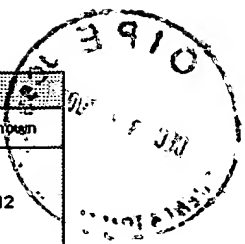
<input type="checkbox"/>	7800	MOTION PICTURES
<input type="checkbox"/>	7900	AMUSEMENT & RECREATION SERVICES
<input type="checkbox"/>	8015	HEALTH SERVICES
<input type="checkbox"/>	8050	HOSPITALS
<input type="checkbox"/>	8200	MUSEUMS, BOTANICAL, ZOOLOGICAL GARDENS
<input type="checkbox"/>	8200	EDUCATIONAL SERVICES
<input type="checkbox"/>	8600	NONPROFIT ORGANIZATIONS
<input type="checkbox"/>	8710	ENGINEERING & MANAGEMENT SERVICES
<input type="checkbox"/>	8980	LEGAL SERVICES
<b>Government</b>		
<input type="checkbox"/>	9000	PUBLIC ADMINISTRATION

1012

Continue.....

Fig. 10G

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1014

VI. Employee's Monthly Contribution			
	Single	Family	Not Known
Managed Care (HMO/ National or State Plan)	<input type="text"/> 6	<input type="text"/> 9	<input type="checkbox"/> 12
PPO, Indemnity	<input type="text"/> 7	<input type="text"/> 10	
Dental	<input type="text"/> 8	<input type="text"/> 11	<input type="checkbox"/> 13

1015

VI. Employer's Monthly Medical and Dental Benefit Cost (if known)			
	Single	Family	No Coverage
Managed Care (HMO)	<input type="text"/> 45	<input type="text"/> 48	<input type="checkbox"/> 51
Traditional (PPO, Indemnity)	<input type="text"/> 46	<input type="text"/> 49	
Dental	<input type="text"/> 47	<input type="text"/> 50	<input type="checkbox"/> 52

1016

VII. Payments For Time Not Worked?						
Benefit	Number of days (Round down to whole number)				Length of service (Round down to whole number years)	Can carry over to next year if not used? (Check box if "Yes")
	1	5	10	20		
Years of Service						
Vacation	<input type="text"/> 29	<input type="text"/> 30	<input type="text"/> 31	<input type="text"/> 32	<input type="text"/> 27	<input type="checkbox"/> 33
Sick Leave	<input type="text"/> 34	<input type="text"/> 35	<input type="text"/> 36	<input type="text"/> 37	<input type="text"/> 28	<input type="checkbox"/> 38
Holidays	<input type="text"/> 39					<input type="checkbox"/> 40
Personal Leave	<input type="text"/> 41					<input type="checkbox"/> 42


1018

VIII. Any other benefits offered by your organization?	
PLAN (Check all that applies)	
<input type="checkbox"/> Basic Group Life Insurance 14	<input type="checkbox"/> U.S. (125) Plan - Pretax Payroll Deductions 19
<input type="checkbox"/> Supplemental Life Insurance 15	<input type="checkbox"/> U.S. (125) Plan - Dependent Care FSA 20
<input type="checkbox"/> Vision 18	<input type="checkbox"/> U.S. (125) Plan - Healthcare FSA 21
<input type="checkbox"/> Long Term Disability 17	<input type="checkbox"/> Employee Assistance Plan 22
<input type="checkbox"/> Short Term Disability 18	<input type="checkbox"/> Retirement - Pension Plan (Defined Benefit) 23
	<input type="checkbox"/> Retirement Profit Sharing 401(k) 24
	<input type="checkbox"/> Retirement ESOP 25
	<input type="checkbox"/> Long Term Care 26

1020

IX. Professional Service Costs		Not Known
Cost of hospital semi-private room before insurance	<input type="text"/> 54	<input type="checkbox"/> 63
Cost of visit to doctor's office (Patient examination) before insurance	<input type="text"/> 55	
Cost of visit to dentist's office (Routine examination) before insurance	<input type="text"/> 56	

Fig. 10H



**ERI**  
ECONOMIC  
RESEARCH  
INSTITUTE

Our Story | **Surveys** | Decision Map | Shopping Cart | Feedback

**SalariesReview.com** The Business of Pay Information

**International Remuneration Report**

Request a report of "median", "low" and "high" wage or salary, along with an average bonus" for up to ~4,000 positions in any of 210 different countries from this online, interactive survey from this on-line interactive survey.

Price ..... US \$18.00

[Example Report](#) [Methodology](#)

**Select a area/position:** (Wait for the screen to refresh itself after each selection.)

**Step 1. Country** -Select a country-

**Step 2. City in Survey Area** -Select a city-

**Step 3. Position** -Select a position-


**Description - No Position Selected**

Alternate Titles

**Add to Cart**

**Available Surveys**

- [U.S./Canada Wages & Salary](#)
- [U.S./Canada Cost-of-Living](#)
- [U.S./Canada Employees Benefit](#)
- [International Remuneration](#)
- [International Cost-of-Living](#)
- [College Graduate Offer](#)

CPAs click here!  Affinity Program Provider

**Reduce Cost Input Data**

1100


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Fig. 11A



Our Story

Site Map

Decision Map

Shopping Cart

Feedback

**SalariesReview.com** The Business of Pay Information

#### Available Surveys

[U.S./Canada Wage & Salary](#)
[U.S./Canada Cost-of-Living](#)
[U.S./Canada Employee Benefit](#)
[International Remuneration](#)
[International Cost-of-Living](#)

CPAs click here!



Affinity Program Provider

## International Remuneration Survey Report

### Search Results:

**Position Title:** General Clerk  
**Requested City:** TAMPERE, FINLAND  
**Salary Survey Median:** 101,351 MARKKAA (FINNMARK)  
**Survey/Source Name:** SalariesReview International Internet Based Salary Survey  
**Survey Publisher:** SalariesReview.com  
**Survey Publication Date:** 22-Feb-2000  
**Latest Data Collection Date:** 01-Jan-2000  
**Population:** 10  
**Number of Organizations:** 5  
**Salary Survey Area:** TAMPERE, FINLAND

### Alternate Titles

General Clerk; Office Clerk; Clerk General

### Survey Position Description

Performs any combination of following and similar clerical duties requiring limited knowledge of systems or procedures: Writes, types, or enters information into computer, using keyboard, to prepare correspondence. Prepares, issues, and sends out receipts, bills, policies, invoices, statements, and checks. May compute wages, taxes, premiums, commissions, and payments. Tabulates and posts data in record books. Proofreads records or forms. Counts, weighs, or measures material. Sorts and files records. Receives money from customers and deposits money in bank. Addresses envelopes or packages by hand or with typewriter or addressograph machine. Stuffs envelopes by hand or with envelope stuffing machine. Adjusts complaints. Operates office machines, such as typewriter, adding, calculating, and duplicating machines. Opens and routes incoming mail, answers correspondence, and prepares outgoing mail. Answers telephone, conveys messages, and runs errands. Stamps or numbers forms by hand or machine. Photocopies documents, using photocopier.

1102

**Fig. 11B**



Table 1

Currency: U.S. DOLLARS

Position	Incumbents	Firms	Low	Median	High	Bonus
• General Clerk	10	5	12,270	16,808	20,674	0
Country of Origin Currency: MARKKAA (FINNMARK)						
Position	Incumbents	Firms	Low	Median	High	Bonus
• General Clerk	10	5	73,986	101,351	124,662	0

N/R = Not Reported; N/A = Not Applicable

Exchange Rate = 6.03 MARKKAA (FINNMARK) per 1 U.S. Dollar (04 Jan 2000)

### Methodology/Description

Complete methodology for this report can be found at [www.salariesreview.com/surveys/methodology1.cfm](http://www.salariesreview.com/surveys/methodology1.cfm) or by clicking the Methodology link above.

### Complete Reports and In-Depth Analyses

- For a full report on cost-of-living data in 210 countries (incorporating all data for the 18 cost items surveyed by SalariesReview.com), along with demographic, salary, and other data affecting employment see:  
[International Reference Report](#) or  
[Relocation Assessor](#)
- For an interactive software program & database that calculates unlimited #'s of cost-of-living analyses between any of over 5,800 U.S./Canada and 1,400 international city/areas, see:  
[Relocation Assessor](#)

Report Date: 22-Feb-2000

Country-of-origin values based on exchange rates effective 04-Jan-2000

End of Report



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Fig. 11C

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Our Story | Surveys | Decision Map | Shopping Cart | Feedback

**SalariesReview.com** The Business of Pay Information



**Available Surveys to Purchase**

[U.S./Canada Wage & Salary](#)

[U.S./Canada Cost of Living](#)

[U.S./Canada Employee Benefit](#)

[International Remuneration](#)

[International Cost of Living](#)

[College Graduate Offer](#)

**Available Questionnaires**

[U.S./Canada Wage & Salary](#)

[U.S./Canada Cost of Living](#)

[U.S./Canada Employee Benefit](#)

[International Remuneration](#)

[International Cost of Living](#)

[College Graduate](#)

CPAs click here!



Affinity Program Provider

**International Remuneration Survey Questionnaire**

To receive one free report discount, please fill out the following questionnaire. All questions must be answered. All data input is subject to verification. All survey data is to be entered in the currency of the country.

**Select Survey Area**

<b>Step 1. Country</b>	-Select a country-
<b>Step 2. City in Survey Area</b>	-Select a city-
<b>Step 3. Position</b>	-Select a position-

**Fill in the following information ... (In this country's currency)**

<b>Step 4. Your Email Address</b>		
<b>Step 5. Enter years of experience in the job and annual salary.</b> Data should be that paid to an in-country national for the above position in the currency of the country.		<b>In-country currency</b>
1.	Years of experience in the position.	<input type="text" value="0"/>
2.	Annual salary now paid.	<input type="text"/>
3.	Annual bonus/incentive now paid.	<input type="text"/>

**Submit Data**

1106



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**Fig. 11D**



## International Cost-of-Living Report

Request a report consisting of 18 key cost items affecting housing, transportation, services, and consumables for 1,400 international locations in 210 countries from this on-line interactive survey.  
 Price ..... US \$18.00

Example Report Methodology

Select a survey area. (Wait for the screen to refresh itself after each selection.)

Step 1. Country

-Select a country- [Go]

Step 2. City in Survey Area

-Select a city- [Go]

Add to Cart

### Available Surveys

U.S./Canada Wage & Salary

U.S./Canada Cost-of-Living

U.S./Canada Employee Benefit

International Remuneration

International Cost-of-Living

College Graduate Offer

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1200

Fig. 12A





**Available Surveys**

- [U.S./Canada Wage & Salary](#)
- [U.S./Canada Cost-of-Living](#)
- [U.S./Canada Employee Benefit](#)
- [International Remuneration](#)
- [International Cost-of-Living](#)

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Affinity Program Provider

## International Cost of Living Survey Report

### Search Results:

#### Search Request:

Survey/Source Name: **VICTORIA, HONG KONG**  
 Survey Publisher: SalariesReview International Cost-of-Living Internet Based Survey  
 Survey Publication Date: SalariesReview.com  
 Latest Data Collection Date: 22-Feb-2000  
 Cost-of-Living Survey Area: 01-Jan-2000  
 Cost-of-Living Survey Area: VICTORIA, HONG KONG

**Table 1**

1202

Observations of costs found within walking distance (2 kilometers or 1.25 miles of a city's central area). Assume a married professional or mid-management consumer with an equivalent of \$ 48,000 in U.S. earnings and American buying habits.

Category	Employee Type	Cost Item	Reported Average		# of Observations
			U.S. DOLLARS	HONG KONG DOLLARS	
<b>For the Traveler - Temporarily Stationed Employee</b>					
1.	DAILY amount for meals and incidental expenses for the traveling businessperson.		161	1,256	1
2.	Hotel room - DAILY rate for average room - twin bed.		345	2,683	1

**Fig. 12B**





**Taxes -**

3. Sales or Value-Added tax rate on Consumables.	N/R	N/R	N/A
4. Residence (owned) property tax/mill rates (/1000).	N/R	N/R	N/A

**Consumables - Temporarily Stationed Employee**

5. Price of ONE loaf of bread.	3	20	1
6. Price of ONE adult sized white T-shirt.	6	45	1
7. Price of ONE 'Big Mac' or equivalent .7 gram or 1/4 lb hamburger sandwich (with toppings).	4	27	1
8. ONE container, .8 liter or 12 oz Coca Cola/equivalent.	1	7	1

**Housing - Long Term Stationed Employee**

9. Monthly rent for 2,200 sq. ft. (~190 sq. meters) home.	13,594	105,761	1
10. MONTHLY rent for 2 bedroom (~85 sq. meters or 900 sq. ft.).	6,676	51,939	1
11. MONTHLY utilities' cost, (~147 sq. meters or 1,560 sq. ft. residence - if available - including base telephone fee).	329	2,556	1
12. MONTHLY electrical rate per kilowatt hour.	11	87	1

**Services - Long Term Stationed Employee**

13. ONE Office visit with general practitioner for periodic medical exam (physician's fee, before insurance).	90	699	1
14. Total MONTHLY premium for median cost family HMO (or equivalent coverage ie., any National Plan).	761	5,920	1
15. AVERAGE daily cost for a semi-private hospital room for a non-national.	316	2,462	1

**Transportation - Long Term Stationed Employee**

1204



**Fig. 12C**



16. 2.5 Liters or 1 gallon of regular mid-level gasoline.	2	19	1
17. ANNUAL auto insurance as a % of auto value.	1	6	1
18. ANNUAL auto registration plus fees as a % of auto value.	0	1	1

#### Cost-of-Living Comparison - Long Term Stationed Employee

19. COL compared to U.S. \$ 48,000 in earnings.	181,722	1,413,797	N/A
20. COL % compared to U.S. and Country National.	378.59	101.17	N/A

N/R = Not Reported; N/A = Not Applicable

Exchange Rate = 7.78 HONG KONG DOLLAR per 1 U.S. Dollar (04 Jan 2000)

#### Methodology/Description

Complete methodology for this report can be found at

"[www.salariesreview.com/surveys/methodology4.cfm](http://www.salariesreview.com/surveys/methodology4.cfm)" or by clicking the Methodology link above.

#### Complete Reports and In-Depth Analyses

- For a full report on cost-of-living data in 210 countries (incorporating all data for the 18 cost items surveyed by SalariesReview.com), along with demographic, salary, and other data affecting employment see:

International Reference Report or

- Line 19 results are from ERI's Relocation Assessor's Two-City Comparison Analysis. Enter any earnings level, base and destination cities, and review the related costs, assuming tax equalization by the employer.

For this interactive software program & database that calculates unlimited #'s of cost-of-living analyses between any of over 5,800 U.S./Canada and 1,400 international city/areas, see:

Relocation Assessor

Report Date: 22-Feb-2000

Country-of-origin values based on exchange rates effective 04-Jan-2000

End of Report



**Fig. 12D**



### International Cost-of-Living Survey Questionnaire

#### Available Surveys to Purchase

[U.S./Canada Wage & Salary](#)  
[U.S./Canada Cost-of-Living](#)  
[U.S./Canada Employee Benefit](#)  
[International Remuneration](#)  
[International Cost-of-Living](#)  
[College Graduate Offer](#)

#### Available Questionnaires

[U.S./Canada Wage & Salary](#)  
[U.S./Canada Cost-of-Living](#)  
[U.S./Canada Employee Benefit](#)  
[International Remuneration](#)  
[International Cost-of-Living](#)  
[College Graduate](#)

CPAs click here!



Affinity Program Provider

To receive one free report discount, please fill out the following questionnaire. 9 of the questions must contain valid survey data to be accepted. All data input is subject to verification. All survey data is to be entered in the currency of the country.

#### Select Survey Area

**Step 1. Country**    
**Step 2. City in Survey Area**

#### Fill in the following information ... (In this country's currency)

#### Step 3. Your Email Address

Observations of costs found within walking distance (2 kilometers or 1.25 miles of a city's central area). Assume a married professional or mid-management consumer with an equivalent of \$ 48,000 in U.S. earnings and American buying habits.

		In-country currency
1.	Hotel room - DAILY rate for average room - twin bed.	<input type="text"/>
2.	DAILY amount for meals and incidental expenses for the traveling businessperson.	<input type="text"/>
3.	Price of ONE 'Big Mac' or equivalent 7 gram or 1/4 lb hamburger sandwich (with toppings).	<input type="text"/>
4.	ONE container, 8 liter or 12 oz Coca Cola/equivalent.	<input type="text"/>
5.	Price of ONE adult sized white T-shirt.	<input type="text"/>
6.	Price of ONE loaf of bread.	<input type="text"/>
7.	MONTHLY rent for 2 bedroom (~85 sq. meters or 900 sq. ft.)	<input type="text"/>
8.	Monthly rent for 2,200 sq. ft. (~190 sq. meters) home.	<input type="text"/>
9.	MONTHLY utilities cost (~147 sq. meters or 1,560 sq. ft. residence - if available - including base telephone fee).	<input type="text"/>
10.	MONTHLY electrical rate per kilowatt hour.	<input type="text"/>
11.	ONE Office visit with general practitioner for periodic medical exam (physician's fee, before insurance).	<input type="text"/>
12.	AVERAGE daily cost for a semi-private hospital room for a non-national.	<input type="text"/>

1208

**Fig. 12E**

13.	Total MONTHLY premium for median cost family HMO (or equivalent coverage i.e., any National Plan).	<input type="text"/>
14.	Sales or Value-Added tax rate on Consumables.	<input type="text"/>
15.	Residence (owned) property tax/mill rates (/1000).	<input type="text"/>
16.	1 Liter of regular mid-level gasoline (if U.S., then 1 Gallon).	<input type="text"/>
17.	ANNUAL auto insurance as a % of auto value.	<input type="text"/>
18.	ANNUAL auto registration plus fees as a % of auto value.	<input type="text"/>

Submit Data

1210



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Fig. 12F



### College Graduate Offer Report

Request a report of the median first year offer (salary and incentive) for any of 1,800 Bachelor, Masters, or Doctorate degrees from U.S., Canada and International locations. (Data is gathered for 2,750 international and 2,350 U.S. colleges and universities.)

Price ..... US \$18.00

**Quickzip**  [Go](#) Enter a postal code now to jump to Step 4! (U.S. and Canada only)

[Example Report](#) [Methodology](#)

Enter degree and employment area. (Wait for the screen to refresh itself after each selection.)

Step 1: Country of Employment Offer	United States	<a href="#">Go</a>
Step 2: Equivalent Degree	Bachelors	<a href="#">Go</a> Affects disciplines available
Step 3: Discipline	-Select a degree/discipline-	<a href="#">Go</a>

Add to Cart

### Available Surveys

U.S./Canada Wage & Salary  
U.S./Canada Cost-of-Living  
U.S./Canada Employee Benefit  
International Remuneration  
International Cost-of-Living

College Graduate Offer

CPAs click here!



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Fig. 13A

1300





### Available Surveys

U.S./Canada Wage & Salary  
 U.S./Canada Cost-of-Living  
 U.S./Canada Employee Benefit  
 International Remuneration  
 International Cost-of-Living  
 College Graduate Offer

CPAs click here!  
**AICPA**  
 Affinity Program Provider

Reduce  
 Cost  
 Input  
 Data

1302

## U.S./Canada Wage & Salary Survey Report

### Search Results:

**Position Title:** Lan Administrator  
**Requested City:** Austin, Texas United States  
 Austin-San Marcos, TX MSA  
**Salary Survey Median:** 63,303 UNITED STATES DOLLARS  
**Survey/Source Name:** SalariesReview U.S./Canada Internet Based Salary Survey  
**Survey Publisher:** SalariesReview.com  
**Survey Publication Date:** 30-Mar-2000  
**Latest Data Collection Date:** 01-Jan-2000  
**Population:** 49  
**Number of Organizations:** 34  
**Salary Survey Area:** Location: Austin, Texas, UNITED STATES  
 Area: AUSTIN-SAN MARCOS, TX MSA  
 Counties: BASTROP; CALDWELL; HAYS; TRAVIS;  
 WILLIAMSON

### Alternate Titles

Lan Administrator; Network (lan) Administrator; Local Area Network Administrator; Computer (lan) Administrator

### Survey Position Description

Responsible for evaluating, developing, maintaining, along with usage of telecommunication systems. Acquires, installs, and maintains company's local area network. Reads technical manuals and brochures to determine equipment which meets establishment requirements. Assist in presenting to management recommendations related to purchasing and installing hardware, software and telecommunication equipment. Manages LAN security and network performance. Establishes and implements LAN policies, procedures, and standards and ensures their conformance with information systems and company's

Fig. 13B

objectives. Develops and writes procedures for installation, use, and solving problems of communications hardware and software. Instructs users in use of equipment. May oversee or assist in installation of communications hardware. May perform minor equipment repairs.

Table 1

Currency: U.S. DOLLARS

Position	Incumbents	Firms	Low	Median	High	Bonus
• Lan Administrator	49	34	43,255	63,303	77,079	5,138

N/R = Not Reported; N/A = Not Applicable  
Exchange Rate = 1.0 UNITED STATES DOLLAR per 1 U.S. Dollar (28 Jan 2000)

### Methodology/Disclaimer

Complete methodology for this report can be found at "www.salariesreview.com/surveys/methodology1.cfm" or by clicking the Methodology link above.

### Complete Reports and In-Depth Analyses

- For a full report on cost-of-living data in 298 U.S./Canada cities (incorporating data for 88 positions surveyed by SalariesReview.com), along with demographic, cost of living, and other data affecting employment, see the: [Geographic Reference Report](#) or [Salary Assessor](#)
- For an interactive software program & database that calculate unlimited #'s of competitive compensation analyses for 5,000 job titles as compiled from all publicly available (over 2,000) salary surveys, including SalariesReview.com, see the: [Salary Assessor](#)

Report Date: 30-Mar-2000  
Country-of-origin values based on exchange rates effective 28-Jan-2000  
End of Report





Geographic Assessor

File

Edit

View

Library

Internet

Help

Two City Comparison

Graphs

Comparison List

Immigration Analysis

Change Area

1402b

Dental Hygienist

1402c

DOT: 078.351.010

SOC: 292021 NDC 3222

OES Data

Census Data

SOC Description

DOT Description

Survey Comparison

Method

Crosswalk - Geographic Assessor to OES

Actual Extract from the Occupational Employment Statistics (ETA/BLS)

Data as of 10/12/96 - 10/01/99

for use in Calendar Year 2001

SEATTLE-BELLEVUE-EVERETT, WA PMSA

OES Title: Dental Hygienists

Area Code	SOC Code	Level	Overall Mean	Level I Mean Beginning	Level II Mean Fully Competent
537600	292021	1	67,787	64,709	69,326

(Level: 1 = MSA, PMSA, or Balance of State Area; 2 = Contiguous Areas; 3 = Statewide; 4 = U.S. nationwide. Overall Mean is not usable for certification purposes per GA Letter 2-98; Level I Mean is weighted average of 1 = 1/3rd of survey sample, Level II Mean is weighted average of remaining 2/3rds ("works with indirect supervision").)

Data as of: July 01, 2001

File

Fig. 14A

1400

1402a



FOIEU " 55464360



Geographic Assessor

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Two City Comparison Graphs Comparison List Immigration Analysis

Change Area

Dental Hygienist

DOT: 078-361-010  
SOC: 232021 NOC: 3222

GES Data Census Data SOC Description DOT Description Survey Comparison Method

Survey Position Title: Dental Hygienist Search

☒ Retrieve Latest Salaries Review Salary Median Estimate (free) Submit

☐ Retrieve Watson Wyatt Salary Survey (for fee) Cancel

Review Survey Return Page

Weighted Average: 0 ERI Salary Assessor's consensus projected mean derived from multiple surveys is not appropriate.

Survey/Source Name:

Survey Publisher:

Survey Publication Date: 1/ 1/00 ERI's Projected Median, based on time series analyses of multiple data sources projecting real time data indicates a projected median less than

Survey Data Effective Date: 1/ 1/00

Data as of: April 01, 2001 File:

1404

Fig. 14B

09849455 " 123101  
TOTAL 554860

**Geographic Assessor**

File Edit View Library Internet Help

Two City Comparison | Graphs | Comparison List | Immigration Analysis

Change Area: **Dental Hygienist** DDT: 078.361-010 SOC: 292021 NOC: 3222

OES Data | Census Data | SOC Description | DDT Description | Survey Comparison | Method

Survey Position Title: **Dental Hygienist** Search

☒ Retrieve Latest Salaries Review Salary Median Estimate (free) Submit 7966 of 0 retrieved Download Succeeded Transaction Completed Disconnected

☐ Retrieve Watson Wyatt Salary Survey (for fee) Cancel

Review Survey Report Page **1406**

Salary Survey Median: **52,340** ERI Salary Assessor's consensus projected mean derived from multiple surveys is not appropriate.

Survey/Source Name: **ERI U.S./Canada Internet Based Salary Survey**

Survey Publisher: **ERI Economic Research Institute**

Survey Publication Date: **8/12/01**

Survey Data Effective Date: **8/1/01** ERI's Projected Median, based on time series analyses of multiple data sources projecting real time data, indicates a projected median less than the published OES Level II (approximately the 66th percentile) for this job. Review Survey Sources, call (800) 292-2881, for referral to consulting firms that offer commissioned survey retrieval services.

Number of Employees: **1,249**

Number of Organizations: **490**

Survey Page Number: **4,026**

Employer Location: **Everett, Washington**

Salary Survey Area: **Island, King, Snohomish**

OES Area: **SEATTLE-BELLEVUE-EVERETT, WA PMSA**

Survey Position Description: **Dental Hygienist**

Data as of: **April 01, 2001** File:

**Fig. 14C**

